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A-76 Study **SECAF dispels rumors**

■ Outsourcing, conversion rumors riddle process

By Senior Airman A.J. Bosker
Headquarters

United States Air Force

WASHINGTON - Seeking to dispel common misconceptions about ongoing A-76 competitive sourcing studies, the Air Force's top civilian leader recently reiterated the primary goals of the studies - saving money but, more importantly, placing people into positions where the Air Force needs them most in order to accomplish the mission.

Secretary of the Air Force F. Whitten Peters said the service is not conducting A-76 studies to reduce the number of active duty troops -



Photo by Master Sgt. Val Gempis

Performing missions more efficiently while reducing stress on our people are reasons for A-76 studies and competitive sourcing, according to Air Force Secretary F. Whitten Peters.

repeating a promise made by himself and Air Force Chief of Staff Gen. Michael E. Ryan.

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BUDGET OVERVIEW **AF leaders present proposal to Congress**

WASHINGTON - The Air Force's top two leaders cited ongoing recruiting, retention and readiness challenges and outlined a city-base pilot program that could help reduce infrastructure costs during a Senate hearing March 29.

Secretary of the Air Force F. Whitten Peters and Chief of Staff Gen. Michael E. Ryan presented the service's fiscal 2001 budget overview March 29 to the Senate Appropriations defense subcommittee.

Secretary Peters said the FY01 budget proposal "represents a balanced, integrated and time-phased plan that supports our evolution into an expeditionary aerospace force..."

Currently, Aerospace Expeditionary Forces 5 and 6 are in the field. "Each of these is made up of combined active duty, Reserve and Guard units," he said. "By rotating our forces in this way, the Air Force can provide a stable and predictable deployment schedule for all of its forces, and addresses one of the most serious complaints from our airmen - namely, the high operational tempo."

Saying they were encouraged by the service's continued focus on its people, subcommittee members asked the two leaders about progress in overcoming challenges in

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NEWSBYTES

Captains chosen for O-4

The Air Force CY00A Major Central Selection Board selected 2,349 captains for promotion.

The list of promoted Line, Judge Advocate General, Chaplain, Medical Service, Biomedical Sciences, and Nurse Corps officers is available on the Air Force Personnel Center's home page at www.afpc.randolph.af.mil.

Requesting INS updates

Air Force members are now able to request updates on their Immigration and Naturalization Service application status directly by calling the INS National Customer Service Center.

Requests will not be accepted if the application was filed within the past year and there is no urgency to expedite it, or if there has been action - such as a fingerprint notice or request for additional evidence - taken by the INS within the past six months.

To request a status update from the INS, call 1-800-375-5283 between 8 a.m.-6 p.m. CST in the United States, 8 a.m.-5 p.m. local in Alaska, 8 a.m.-4 p.m. local in Hawaii, and from 9 a.m.-6 p.m. local in Puerto Rico and the Virgin Islands. Naturalization applicants may also phone in address changes to this number. The INS will electronically update the address information and send a confirmation letter to the applicant.

Agent Orange, diabetes link

The latest results of an Air Force study on Agent Orange give further evidence that herbicide exposure is associated with diabetes and some of its known complications.

"This report includes the strongest evidence to date that exposure to Agent Orange is associated with adult-onset diabetes," said Dr. Joel Michalek, the health study's senior investigator at a March 29 Pentagon press briefing. The executive summary of the report is at <http://www.brooks.af.mil/AFRL/HED/hedb/afhs/afhs.shtml>.



Letters to the editor

U.S. Air Force Online News publishes letters based on their appeal to an Air Force-wide audience each week. Send your letter to the U.S. Air Force Online News staff by completing the online form at <http://www.af.mil/newspaper/>

Due to the number of letters, not all letters can be published. Letters may be edited for grammar and length. Only letters accompanied by a valid name and email address will be considered.

Don't change history

I'm pretty sure General Arnold felt the same way about the symbol his staff created as Colonel Rand feels about the new symbol ... I am also very sure General Arnold's wings were and are a "visible part of our plan to make sure everyone in and out of uniform knows what it means to be an airman." Except he was fighting for an independent Air Force in a time when the United States was engaged in shaping the world. Do not change history, advertise it.

Robert Haas
Davis-Monthan AFB, Ariz.

AF not an 8-hour-a-day job

"Time off for a job well done" (March 29) says it all as far as what is wrong with today's active force. If you think serving your country as a member of the armed forces is an eight-hour-a-day job, you don't get it and you never will. Bail out now and go work in a grocery store.

Master Sgt. Frank L Panelli
Retired, USAF

Time off is a luxury

I have to agree with "Time off for a job well done" (March 29), regarding the priority given off-duty community enhancement activities. With the limited resources ... we're hard pressed just to get aircraft mission-ready for the next day's flying. Maybe I'm just being greedy with the few hours I have to myself out of the day — 12 to 13 hours on duty is a normal shift for me with weekends thrown in when not deployed ... Time off is a luxury for many of us...

Edward Bruning
RAF Lakenheath, U.K.

Young airmen must commit

I've been in the Air Force for two years now and I think airmen's first impression of the service stems directly from what they see in their supervisor and in their shop - or what they don't see ... but there's another side to the coin. The Air Force is one of the only organizations that takes people out of high school and attempts to mold them into the kind of people other companies would want to hire — people with experience, skills, education, maturity, and a good work ethic. The trick is you have to commit to those changes ...

Airman 1st Class Shelby Pumphrey
Cannon AFB, N.M.

Core Values

Integrity first ... service before self ... excellence in all we do

Radio talk show features airman's values

By Lt. Col. Richard Wright
Holloman Air Force Base, N.M.

As a frequent listener to AM talk radio, I was encouraged recently to hear about one of the Air Force's own as the subject of a commentary.

While driving in his car, an airman from Hurlburt Field, Fla., noticed what looked like a book lying in the street. He stopped, picked it up and discovered that it was someone's daily organizer. Inside the book, besides the normal calendar and scheduling pages, was \$9,000.

This airman could have kept the money and disposed of the book, as no one had seen him retrieve it from the street. Instead, he turned the book in to police, and they located the relieved owner. It turned out the owner was a woman about to be married, and the cash was to go toward her wedding expenses. She had forgotten the organizer on top of her car and driven off.

When questioned about his actions, the

airman said that part of his motivation for returning the items was the Air Force's core values: integrity first, service before self and excellence in all we do.

The commentator praised this airman for his actions. It was good to hear about a young Air Force family member portrayed in such a positive light in the national media.

This airman showcased the foundation of a core value — integrity. I think it's best defined as doing the right thing when no one is looking and doing the right thing when another choice is easier.

Do you see core values in action in the Air Force? I do — every day. It's great to be part of a community where these principles guide so many people in their daily actions. Hurlburt Field is not the only Air Force installation where these core values are evident. Here are just a few examples:

■ I see F-117 maintenance statistics honestly reported in staff meetings, even when the numbers fall below higher headquarters minimums.

■ I see pilots who decide to stay put at some TDY location another day because the weather on the way home might damage their jet.

■ I see maintenance-arming crews turn back my aircraft before takeoff for minor problems because their technical order guidance told them to, even if it will delay the sortie.

■ I see instructor pilots who won't pass borderline students on instructional rides when they don't meet standards.

■ I see airplanes grounded when a microscopic set screw is discovered missing from an instrument in the cockpit.

As illustrated in the above examples, every day, Air Force people make much less public, but much more important, core value decisions that affect valuable lives, equipment and ultimately, our national security.

Integrity requires hard choices when no one is looking. I'm proud to be part of an organization — indeed a family — with such high standards. (*Colonel Wright is the 7th Combat Training Squadron commander.*)



German flying training center activates at Holloman, N.M.

WASHINGTON – A German Air Force Flying Training Center was activated at Holloman Air Force Base, N.M., March 31.

The center, originally established in 1996 as a tactical training center, is the central location for German aircrew training in the F-4F Phantom II and the Tornado.

“[The center] has important meaning for the United States and Germany,” said General Michael E. Ryan, Air Force Chief of Staff. “It’s not just a symbol of the strong bonds between our air forces, it means better operability – the key to any combined effort. It means a better understanding of how our air forces will fight and win together in future conflicts, as we did just last year.”

To help provide the foundation of that understanding, German aircrew members come to Holloman for advanced training after graduating from specialized undergraduate pilot training at Sheppard AFB, Texas, and undergraduate navigator training at Naval Air Station



German Air Force Panavia Tornados practice formation flying during a training mission.

Pensacola, Fla. The center is also responsible for teaching fighter weapons instructor courses for both aircraft as well as advanced tactics training for Tornado aircrews.

There are currently 600 German military members and 25 Tornado ground-attack aircraft assigned to the center. As the center continues to expand training operations, that number will increase to 750 military, 125 civilians and 42 Tornados by the end of 2001.

ACCIDENT REPORT

AF releases C-130 accident findings

SCOTT AIR FORCE BASE, Ill (AFPN) – An accident investigation board cites pilot error as the cause of a 9th Expeditionary Airlift Squadron C-130E aircraft accident Dec. 10 at Ahmed Al Jaber Air Base, Kuwait. The accident killed three airmen and injured seven.

The AIB, led by Col. Frank Laras, 625th Air Mobility Support Squadron commander, Naval Station, Rota, Spain, stated the cause of the mishap was crew complacency and failure to follow governing directives.

The report states the crew became complacent during approach to the runway and failed to monitor instruments, which is critical during night flying with reduced visibility. The pilot and copilot became spatially disoriented, leading to their failure to recognize their landing picture with reference to the runway and subsequently failing to identify a normal visual descent point.

Furthermore, the AIB report concluded the crew, in making several errors, displayed a lack of sound judgment throughout the mishap sortie. Specifically, Colonel Laras concluded the crew first erred and violated directives when it planned and flew an unauthorized instrument approach into Ahmed Al Jaber AB.

This article is available in its entirety online.

SECAF dispels A-76 rumors

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According to the secretary, the A-76 process evaluates whether government functions can be performed more efficiently by the private sector vs. the current military and civilian workforce.

“Every time we conduct A-76 competitions we figure out better ways to do business,” he said. “Whether the government or private sector is chosen to provide the service, there is always a reduction in cost averaging between 30 to 40 percent.”

“The A-76 process is often misunderstood by troops in the field when referred to as ‘contracting out’ or ‘outsourcing,’ implying we automatically lose something in the process, whether jobs or capability,” said Brig. Gen. Michael C. McMahan, director of manpower and organization, headquarters Air Force. In reality, the opposite is true. “The Air Force and its people benefit from A-76 competitions,” he said. “We gain an increase in capability – by freeing up military manpower from non-war-time requirements and migrating them to functions directly supporting the combat mission – and save money to reinvest into quality of life programs – benefiting all Air Force members.”

“However, some of our active duty airmen incorrectly equate reengineering and competitive sourcing with losing their jobs,” Secretary Peters said. “I want to dispel that rumor. I want them to know the Air Force needs them – they are our most valuable resource.”

The Air Force is not going to ask military members, freed up through the A-76 process, to resign from the Air Force. They will first be offered reassignment to another location. In situations where there is excess manning in a career field, they will have the opportunity to retrain into another career field. “We don’t want to lose the people who want to stay with the Air Force,” he said.

“The people affected by the conversions are our primary concern,” General McMahan emphasized. “We understand people are worried about their future and there may be some anxiety. Change can be uncomfortable but it is also an opportunity for the Air Force to become more agile militarily and more efficient economically.”

This article is available in its entirety online.



Rudy de Leon sworn in as deputy secretary of defense

Secretary of Defense William S. Cohen presided at a ceremony March 31 to swear in Rudy de Leon as the 27th deputy secretary of defense, following his March 29th Senate confirmation.

In his most recent position, Deputy Secretary de Leon served as the under secretary of defense (Personnel and Readiness), assuming those duties in August 1997.

In this capacity he was the secretary of defense’s senior policy advisor on recruitment, career development and pay and benefits for 1.4 million active duty military people, 1.3 million Guard and Reserve members and 680,000 DOD civilians. He also oversaw the Defense Health Program, Defense Commissaries and Exchanges, a Defense Education Activity and the Defense Equal Opportunity Management Institute.



System eases civilian job search

By Tech. Sgt. R.R. Getsy
Headquarters

United States Air Force

WASHINGTON — Job seekers will no longer have to continually check for Air Force vacancies once the Civilian Announcement Notification System goes online this spring.

Nicknamed CANS, the system allows people to sign up using their e-mail address and automatically receive a list of new Air Force civilian job announcements that match their specific search criteria, according to Felipe Jimenez, CANS action officer at the Palace Compass Program office, Directorate of Personnel Force Management.

Scheduled to launch May 1, CANS is the



Beginning May 1, people can go to <http://www.afpc.randolph.af.mil/afjobs>

only one of its kind in the Department of Defense, although private industry has similar systems, Mr. Jimenez said.

"The great thing about CANS is that it eliminates the need for an applicant to constantly check for new job announcements," he said. To sign on, the only information required is a valid e-mail address.

"This is a very user-friendly program," Mr. Jimenez pointed out. "Once you're logged on, the system will take you

through the process step by step. All you need to do is list your specific job criteria, and CANS does the rest."

This article is available in its entirety online.

CMSAF talks about recruiting, retention

WRIGHT-PATTERSON AFB, Ohio — Air Force leaders continue to wrestle with enlisted retention rates and how those numbers drive recruiting efforts.

Chief Master Sgt. of the Air Force Jim Finch pointed out these two issues have a larger effect on the enlisted corps, with their ripples increasing promotion rates and putting more people into recruiting offices.

"The real issue is do we have enough people to do what needs to be done for the Air Force," he said March 21, after speaking to the Airman Leadership School class here. The chief was in town to participate in Air Force Materiel Command Commander Gen. George T. Babbitt's Order of the Sword ceremony the day before, and spent almost two hours at the school the next morning.

Military Census 2000 gives airmen chance to be counted

RANDOLPH AIR FORCE BASE, Texas (AFPC) — Air Force members can make sure they are counted in Census 2000 by participating in Military Census 2000 which ends Friday, April 7.

The Census Bureau has entered into partnerships with each of the armed services providing them with plans and materials for counting.

"Census Forms have been passed out by base project officers who are collecting the forms this week from each military person assigned to that base," said Charles Hamilton, Air Force liaison for Census 2000. "All active-duty people are asked to complete the form and return it to their unit's project officer to ensure they are counted."



The full versions of both of the above articles are available online.

Budget overview

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retention, recruiting and readiness.

General Ryan said, "while our readiness train has not yet turned the corner, our airmen continue to perform their worldwide missions with great pride and professionalism."

However, despite the recent successes over Kosovo and the response to multiple humanitarian crises, he said the service continues to endure many challenges, particularly in recruiting.

"We are losing too many of our experienced people, both enlisted and officers," he said. "And last year, though we recruited more airmen than we had in previous years, we missed our goal. . . and "we are behind this year again on our goals, but we are putting forth a great effort to turn that around."

The retention side is not as bleak, Secretary Peters noted an evident upward trend. "In the month of February, for example, we retained almost 60 percent of our first-term airmen against a goal of 55 percent," he said. "It is still early, but we are doing better, and we hope it continues."

Speaking about the pilot deficit, the secretary said due to the new pilot bonus program, the "pilot shortage, once predicted to be about 2,000 this year, will we think, bottom out at about 1,200 pilots." He said this should bring the service back up to about 600 pilots short at the end of 2001. He cautioned that "again, this is based on early trends which will have to continue."

On the readiness front, Secretary Peters said mission capable rates appear to be stabilizing, with back orders for spare parts down by over 50 percent from a year ago.

However, General Ryan pointed out "with the progressively aging aircraft fleet, our people are working harder to maintain readiness.

This article is available in its entirety online.



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